

SUMMARIZED 10-YEAR HISTORY OF SALARY INCREASES
Constitutional Officers and Employees
Compensation Board Funding

	12/01/92	12/01/93	12/01/94	12/01/95	12/01/96	12/01/97	12/01/98	12/01/99	12/01/00	12/01/01	12/01/02
Sheriff	2.00%	3.00%	2.25%	2.25%	Increase based on Population	2% + Incr based on Population	2.25%	6.25%	3.25%	0.00%	0.00%
Deputy Sheriff or Regional Jail Officer	2.00%	3.00%	Average 3.57% or 2.25%	4.55%	4.35%	4.00%	Average 3.67% or 2.25%	13.68%	3.25%	0.00%	0.00%
Admin Support	2.00%	3.00%	Average 3.57% or 2.25%	2.25%	4.35%	4.00%	Average 3.67% or 2.25%	6.34%	3.25%	0.00%	0.00%
Commonwealth's Attorney	2.00%	3.00%	2.25% + 10% on 01/01/95	2.25%	4.35%	4.00%	2.25%	6.25%	3.25%	0.00%	0.00%
Staff	2.00%	3.00%	Average 3.57% or 2.25%	2.25%	4.35%	4.00%	Average 3.67% or 2.25%	6.34%	3.25%	0.00%	0.00%
Circuit Court Clerk	2.00%	3.00%	2.25%	2.25%	4.35%	4.00%	2.25%	6.25%	3.25%	0.00%	0.00%
Staff	2.00%	3.00%	Average 3.57% or 2.25%	2.25%	4.35%	4.00%	Average 3.67% or 2.25%	6.34%	3.25%	0.00%	0.00%

Further detail regarding increases and cited authority included in narrative on the following pages.

SUMMARIZED 10-YEAR HISTORY OF SALARY INCREASES
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	12/01/92	12/01/93	12/01/94	12/01/95	12/01/96	12/01/97	12/01/98	12/01/99	12/01/00	12/01/01	12/01/02
Treasurer/ Director of Finance	2.00%	3.00%	2.25%	2.25%	Increase based on Population	2% + Incr based on Population	2.25%	6.25%	3.25%	0.00%	0.00%
Staff	2.00%	3.00%	Average 3.57% or 2.25%	2.25%	4.35%	4.00%	Average 3.67% or 2.25%	6.34%	3.25%	0.00%	0.00%
Commissioner of the Revenue	2.00%	3.00%	2.25%	2.25%	Increase based on Population	2% + Incr based on Population	2.25%	6.25%	3.25%	0.00%	0.00%
Staff	2.00%	3.00%	Average 3.57% or 2.25%	2.25%	4.35%	4.00%	Average 3.67% or 2.25%	6.34%	3.25%	0.00%	0.00%

Further detail regarding increases and cited authority included in narrative on the following pages.

HISTORY OF SALARY INCREASES
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December 1, 2002:	0.00%	Chapter 899. No Salary Increases Provided.
December 1, 2001:	0.00%	Chapter 1073. No Salary Increases Provided.
December 1, 2000:	3.25%	Per Chapter 1073, Item 547, across-the-board for all Constitutional Officers and their employees.
December 1, 1999:	4.00%	Per Chapter 935, Item 546, across-the-board for all employees of Constitutional Officers
	2.25%	-plus step increase for all employees of Constitutional Officers EXCEPT deputy sheriffs and regional jail officers (total 6.34%).
	9.31%	-plus grade increase for all deputy sheriffs and regional jail officers grades 8 and above, and grade 7 with one year or more service on December 1, 1999 (total 13.68%), grade increase to be provided to remaining grade 7 deputies and officers on 1 year anniversary of date of hire.
	6.25%	Across the board for all Constitutional Officers
December 1, 1998:	2.25%	Per Chapter 464, Item 546, PFP = pay for performance; full time employees subject to a PFP plan received 0%, 2.25%, or 4.55%, based on performance. Non-PFP employees and Constitutional Officers received an across-the-board increase.
	(FT Emp, non-PFP, C.O.)	
	3.67% AVG	
	(FT Emp w/PFP)	
December 1, 1997	4.00%	Per Chapter 924, Item 528, across-the-board for all employees of Constitutional Officers, Circuit Court Clerks, and Commonwealth's Attorneys.
	2.00%	Across-the-board for Sheriffs, Treasurers, and Commissioners of the Revenue (in addition to special increases provided in agency Items).

December 1, 1996:	2.05%	Per Chapter 924, Item 528, across-the-board
	2.25%	and Step Increase for employees of Constitutional Officers.
	4.35%	Across-the-board for Commonwealth's Attorneys and Circuit Court Clerks. (Special Increases provided in agency Items for Sheriffs, Treasurers, and Commissioners of the Revenue
December 1, 1995:	2.25%	Per Chapter 853, Item 624,
(Sheriffs' Deputies)		Paragraph T. (Additional 2.25% increase for Deputy Sheriffs only.)
December 1, 1995:	2.25%	Per Chapter 853, Item 624, Paragraph G,
		Subparagraphs 13, 14.
July 1, 1995:	9.3%	Per Chapter 853, Item 624,
(Grade 7 Deputies)		Paragraph P. (For Deputy Sheriffs selected for the Master Deputy Program.)
January 1, 1995:	10.0%	Per Chapter 966, Item 83,
(Commonwealth's Attys)		Paragraph I, Subparagraphs 1, 2. (For Commonwealth's Attorneys ineligible to engage in private law practice.)
December 1, 1994:	2.25%	Per Chapter 966, Item 624,
(Const Off, non-PFP Emp)		Paragraph C, Subparagraphs 4,
	3.57% AVG	5, and Paragraph E, Subpara-
(FT Emp on PFP)		graph 8. (PFP = pay for performance; full time employees subject to a PFP plan received either 2.25%, 4.55% or 6.90%, based on performance)
December 1, 1993:	3.00%	Per Chapter 994, Item 585, Paragraph C.2.,
		Subparagraphs 3, 4.
December 1, 1992:	2.00%	Per Chapter 893, Item 585, Paragraph C,
		Subparagraphs 5, 12.
July 1, 1992:	0.00%	Per Chapter 893, Item 585.
July 1, 1991:	0.00%	Per Chapter 972, Item 764.
July 1, 1990:	3.00%	Per Chapter 972, Item 764, Paragraph C,
		Subparagraphs d, k.

July 1, 1989:	5.31% (Const Off) 3.25% (FT Emp)	Per Chapter 668, Item 666, Paragraph C, Subparagraphs 1, 2, Sections d, e.
July 1, 1988	5.98% (Const Off) 3.50% (FT Emp)	Per Chapter 668, Item 666, Paragraph C, Subparagraphs 1, 2, Sections d, e.
July 1, 1987	6.17% (Const Off) 4.56% (FT Emp)	Per Chapter 723, Item 655, Paragraphs D, F.

Total Positions Authorized for Constitutional Officers

Authority Effective Date of Increase	Chapter 944 1-Jul-93	Chapter 966 1-Jul-94	Chapter 853 1-Jul-95	Chapter 912 1-Jul-96	Chapter 924 1-Jul-97	Chapter 464 1-Jul-98	Chapter 935 1-Jul-99	Chapter 1073 1-Jul-00	Chapter 1073 1-Jul-01	Chapter 899 1-Jul-02		
Sheriffs & Regional Jails	6,269	6,460	6,909	7,374	8,154	8,749	9,270	9,291	9,291	9,410	Sheriffs & Regional Jails	9,410
Block Grant/Shared Funding	362	507	531	577	647	673	721	721	721	721	Block Grant/Shared Funding	721
Attorneys	591	658	660	797	887	887	887	911	911	911	Attorneys	911
Treasurers	1,015	1,015	1,015	988	988	988	1,143	1,151	1,151	1,151	Treasurers	1,151
Commissioners	884	884	884	911	911	911	785	791	791	791	Commissioners	791
Clerks	895	934	934	1,029	1,029	1,029	1,067	1,080	1,080	1,080	Clerks	1,080
Totals	10,016	10,458	10,933	11,676	12,616	13,237	13,873	13,945	13,945	14,064		

Additional Positions Authorized for Constitutional Officers

Authority Effective Date of Increase	Chapter 944 1-Jul-93	Chapter 966 1-Jul-94	Chapter 853 1-Jul-95	Chapter 912 1-Jul-96	Chapter 924 1-Jul-97	Chapter 464 1-Jul-98	Chapter 935 1-Jul-99	Chapter 1073 1-Jul-00	Chapter 1073 1-Jul-01	Chapter 899 1-Jul-02	Total New Positions 1994-2002	Percent Increase 1994-2002
Sheriffs & Regional Jails	6,269	191	449	465	780	595	521	21	-	119	3,141	50.10%
Block Grant/Shared Funding	362	145	24	46	70	26	48	-	-	-	359	99.17%
Attorneys	591	67	2	137	90	-	-	24	-	-	320	54.15%
Treasurers	1,015	-	-	(27)	-	-	155	8	-	-	136	13.40%
Commissioners	884	-	-	27	-	-	(126)	6	-	-	(93)	-10.52%
Clerks	895	39	-	95	-	-	38	13	-	-	185	20.67%
Totals	10,016	442	475	743	940	621	636	72	-	119	4,048	40.42%

Notes:

Chapter 912 (1996) change of 27 positions for Treasurers & Commissioners resulted from the transfer of the Fairfax County Tax Administration Dept from the Treasurers program to the Commissioners program

Chapter 912 (1996) increase of 95 positions in the Clerks program resulted from the conversion of hourly wage funds and "temporary" positions to permanent positions.

Chapter 935 (1999) decrease of 126 positions in the Commissioners program resulted from the transfer of all Finance Director positions to the Treasurers program.